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HIGHLIGHTS OF NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC NATIONAL COMPENSATION SURVEY JULY 2000

Workers in the Norfolk metropolitan area averaged \$14.15 per hour during July 2000, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Alan M. Paisner reported that white-collar workers averaged \$16.81 per hour and accounted for 50 percent of the workers in the area. Blue-collar employees averaged \$12.82 per hour and represented 30 percent of the workforce, while the remaining 20 percent worked in service occupations and earned \$9.06 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 167 firms representing 290,300 workers in the Norfolk metropolitan area, which includes Chesapeake, Hampton, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach, and Williamsburg Cities, and Gloucester, Isle of Wight, James City, Mathews, and York Counties in Virginia, and Currituck County in North Carolina. Seventy-five percent of those represented worked in private industry.

In the Norfolk metropolitan area, average hourly wages were published for over 65 detailed occupations. Among white-collar workers, secondary school teachers averaged \$27.01 per hour; registered nurses, \$18.33; and secretaries, \$12.35. Blue-collar occupations included welders and cutters earning \$14.11 per hour, truck drivers at \$12.75, and stock handlers and baggers at \$7.83. In the service occupations, janitors and cleaners averaged \$8.09 per hour; nursing aides, orderlies and attendants, \$7.73; and cooks, \$7.32.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Norfolk area averaged \$15.01 per hour and part-timers earned \$7.48. Union workers in blue-collar jobs averaged \$14.75 per hour, while their non-union counterparts made \$11.91. Private industry workers at establishments employing 50-99 workers averaged \$11.15 per hour and those in establishments with 500 or more employees earned \$15.18.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Norfolk-Virginia Beach-Newport News, VA-NC National Compensation Survey July 2000 (Bulletin 3105-51). While supplies last, single copies of the bulletin are available from the Philadelphia Information Office by calling (215) 597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Philadelphia by dialing (215) 597-4153 and requesting documents 9775, 9776, 9777, 9778, and 9779.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Philadelphia Information Office at (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 to 3:30 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2000

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$14.15	2.5	\$12.93	3.1	\$17.98	2.9
All excluding sales	14.40	2.5	13.16	3.2	18.02	2.9
White collar	16.81	3.1	15.05	4.1	20.87	3.1
White collar excluding sales	17.68	3.2	16.00	4.4	20.98	3.1
Professional specialty and technical	22.25	3.5	20.02	5.4	25.28	2.5
Professional specialty	24.06	3.5	22.27	6.7	25.67	2.5
Engineers, architects, and surveyors	25.76	4.7	25.73	4.9	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	19.17	11.7	19.31	12.4	—	—
Registered nurses	18.33	2.8	18.45	3.0	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	27.15	2.7	23.16	22.1	27.57	2.2
Elementary school teachers	26.96	1.2	—	—	26.79	1.0
Secondary school teachers	27.01	1.2	—	—	26.85	1.1
Teachers, n.e.c.	25.91	31.6	17.90	20.6	—	—
Vocational and educational counselors	29.88	5.3	—	—	—	—
Librarians, archivists, and curators	24.75	13.7	—	—	22.84	14.2
Librarians	24.75	13.7	—	—	22.84	14.2
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	16.96	8.4	—	—	16.88	9.4
Social workers	16.96	8.4	—	—	16.88	9.4
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	19.88	4.7	20.11	5.2	—	—
Technical	16.14	5.0	16.16	5.4	15.81	6.8
Clinical laboratory technologists and technicians	15.25	5.9	15.25	5.9	—	—
Licensed practical nurses	11.99	1.2	11.99	1.3	—	—
Health technologists and technicians, n.e.c.	13.93	8.6	—	—	—	—
Executive, administrative, and managerial	25.37	4.6	25.77	5.9	24.54	6.9
Executives, administrators, and managers	27.73	4.8	27.72	6.2	27.75	6.9
Administrators and officials, public administration	27.84	17.0	—	—	27.84	17.0
Financial managers	35.62	16.9	—	—	—	—
Managers, food servicing and lodging establishments	18.85	7.3	18.85	7.3	—	—
Managers, service organizations, n.e.c.	18.65	7.9	—	—	—	—
Managers and administrators, n.e.c.	29.25	5.4	29.26	5.9	—	—
Management related	18.77	5.5	19.00	7.8	18.45	7.5
Construction inspectors	17.28	8.3	—	—	17.28	8.3
Sales	9.93	6.2	9.89	6.4	—	—
Sales workers, other commodities	9.60	10.1	9.60	10.1	—	—
Cashiers	7.09	5.8	6.95	6.4	—	—
Administrative support, including clerical	10.71	2.6	10.38	3.2	11.71	3.0
Secretaries	12.35	7.2	11.42	9.3	14.00	6.2
Receptionists	7.85	4.8	7.81	4.9	—	—
Order clerks	10.19	15.4	10.19	15.4	—	—
Library clerks	8.96	5.6	—	—	8.64	4.5
Records clerks, n.e.c.	9.54	7.7	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.63	4.9	10.35	5.5	—	—
Payroll and timekeeping clerks	14.30	17.6	—	—	—	—
Traffic, shipping and receiving clerks	8.96	4.6	8.96	4.6	—	—
Eligibility clerks, social welfare	13.99	6.2	—	—	14.48	5.4
General office clerks	10.57	4.6	10.68	5.3	10.08	6.3
Teachers' aides	10.27	5.2	—	—	10.27	5.2
Administrative support, n.e.c.	11.03	3.0	9.65	5.7	11.65	2.7
Blue collar	12.82	3.4	12.82	3.8	12.79	3.6
Precision production, craft, and repair	15.90	3.0	16.22	3.4	14.32	5.1
Industrial machinery repairers	16.71	5.7	16.71	5.7	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
Heating, air conditioning, and refrigeration mechanics	\$13.88	8.8	—	—	—	—
Mechanics and repairers, n.e.c.	14.65	6.0	—	—	—	—
Electricians	19.09	6.9	—	—	—	—
Plumbers, pipefitters and steamfitters	14.11	5.1	\$14.09	5.4	—	—
Construction trades, n.e.c.	12.72	10.1	—	—	—	—
Supervisors, production	22.36	6.0	22.25	6.4	—	—
Machine operators, assemblers, and inspectors						
Painting and paint spraying machine operators ...	12.50	7.8	12.58	7.9	—	—
Miscellaneous machine operators, n.e.c.	19.20	15.2	19.20	15.2	—	—
Welders and cutters	10.21	11.6	10.21	11.6	—	—
Assemblers	14.11	7.1	14.11	7.1	—	—
	12.13	23.9	12.13	23.9	—	—
Transportation and material moving						
Truck drivers	12.05	6.0	12.20	7.2	\$11.46	4.6
Bus drivers	12.75	10.8	12.61	11.9	—	—
Industrial truck and tractor equipment operators ..	10.61	3.3	—	—	10.69	3.3
Miscellaneous material moving equipment operators, n.e.c.	10.79	5.0	10.79	5.0	—	—
	12.41	8.2	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers						
Groundskeepers and gardeners, except farm	8.95	5.7	8.62	6.2	11.72	7.0
Construction laborers	8.90	13.5	—	—	—	—
Production helpers	8.42	8.7	—	—	—	—
Stock handlers and baggers	9.47	9.1	9.44	9.3	—	—
Machine feeders and offbearers	7.83	12.6	7.83	12.6	—	—
Freight, stock, and material handlers, n.e.c.	8.38	25.1	8.38	25.1	—	—
Hand packers and packagers	9.68	18.2	9.68	18.2	—	—
Laborers, except construction, n.e.c.	10.27	8.5	10.27	8.5	—	—
	8.47	4.5	8.47	5.8	—	—
Service						
Protective service	9.06	4.5	7.35	3.5	13.35	5.2
Firefighting	12.53	12.3	—	—	15.21	5.1
Police and detectives, public service	11.84	4.1	—	—	11.84	4.1
Sheriffs, bailiffs, and other law enforcement officers	16.54	5.0	—	—	16.54	5.0
Correctional institution officers	13.80	3.8	—	—	13.80	3.8
Food service	12.99	3.7	—	—	12.99	3.7
Waiters, waitresses, and bartenders	6.92	6.8	6.81	7.2	—	—
Waiters and waitresses	5.17	23.3	5.17	23.3	—	—
Other food service	5.17	26.7	5.17	26.7	—	—
Cooks	7.65	4.5	7.54	4.5	—	—
Kitchen workers, food preparation	7.32	6.9	7.32	6.9	—	—
Food preparation, n.e.c.	7.48	5.9	7.48	5.9	—	—
Health service	7.20	5.5	6.99	6.4	—	—
Nursing aides, orderlies and attendants	7.78	6.4	7.80	6.9	—	—
	7.73	7.0	7.78	7.5	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2000 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Service —Continued						
Cleaning and building service	\$8.36	8.9	\$7.89	9.6	\$9.80	10.7
Supervisors, cleaning and building service workers	13.18	9.2	—	—	—	—
Maids and housemen	6.74	2.1	6.74	2.1	—	—
Janitors and cleaners	8.09	10.4	—	—	8.67	8.7
Personal service	7.97	7.4	7.26	6.5	9.98	12.8
Welfare service aides	8.13	12.6	—	—	—	—
Service, n.e.c.	6.40	7.9	6.40	7.9	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2000**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$15.01	\$7.48	\$14.90	\$14.06	\$14.18	\$12.72
All excluding sales	15.19	7.63	14.90	14.33	14.40	—
White collar	17.53	8.99	—	16.79	16.97	11.87
White-collar excluding sales	18.13	10.49	—	17.66	17.68	—
Professional specialty and technical	22.38	17.77	—	22.24	22.25	—
Professional specialty	24.27	18.28	—	24.06	24.06	—
Technical	16.18	—	—	16.07	16.14	—
Executive, administrative, and managerial	25.37	—	—	25.37	25.37	—
Sales	11.27	6.57	—	9.93	9.22	11.87
Administrative support, including clerical	11.00	8.22	—	10.51	10.71	—
Blue collar	13.11	7.55	14.75	11.91	12.78	—
Precision production, craft, and repair	15.90	—	—	16.18	15.87	—
Machine operators, assemblers, and inspectors	12.46	—	16.61	9.84	12.37	—
Transportation and material moving	12.19	9.71	12.42	11.94	12.04	—
Handlers, equipment cleaners, helpers, and laborers	9.48	6.64	9.90	8.75	8.86	—
Service	10.32	6.35	—	9.05	9.06	—
	Relative error ⁶ (percent)					
All occupations	2.4	3.7	4.4	2.7	2.5	13.0
All excluding sales	2.5	4.2	4.4	2.7	2.5	—
White collar	2.9	5.4	—	3.2	3.2	10.3
White-collar excluding sales	3.0	8.7	—	3.3	3.2	—
Professional specialty and technical	3.6	5.2	—	3.5	3.5	—
Professional specialty	3.6	5.1	—	3.5	3.5	—
Technical	5.1	—	—	5.1	5.0	—
Executive, administrative, and managerial	4.6	—	—	4.6	4.6	—
Sales	7.3	3.3	—	6.2	7.5	10.3
Administrative support, including clerical	2.6	4.4	—	2.1	2.6	—
Blue collar	3.3	8.7	4.5	4.3	3.4	—
Precision production, craft, and repair	3.0	—	—	3.8	3.0	—
Machine operators, assemblers, and inspectors	7.7	—	7.6	8.7	7.8	—
Transportation and material moving	6.2	6.6	5.8	7.9	6.3	—
Handlers, equipment cleaners, helpers, and laborers	5.9	7.6	5.5	6.9	5.8	—
Service	5.1	4.4	—	4.5	4.5	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2000**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$12.93	\$11.15	\$13.42	\$11.75	\$15.18
All excluding sales	13.16	11.38	13.61	11.95	15.21
White collar	15.05	13.35	15.40	14.91	15.75
White-collar excluding sales	16.00	15.70	16.04	16.46	15.80
Professional specialty and technical	20.02	24.19	19.62	23.00	18.62
Professional specialty	22.27	27.55	21.89	27.42	20.31
Technical	16.16	21.14	15.46	15.39	15.48
Executive, administrative, and managerial	25.77	21.11	26.55	27.77	24.62
Sales	9.89	9.82	9.94	9.78	—
Administrative support, including clerical	10.38	10.26	10.40	9.65	10.96
Blue collar	12.82	12.04	13.04	10.95	15.31
Precision production, craft, and repair	16.22	15.20	16.44	16.55	—
Machine operators, assemblers, and inspectors	12.58	11.26	12.73	8.63	16.97
Transportation and material moving	12.20	13.27	11.56	11.51	11.65
Handlers, equipment cleaners, helpers, and laborers	8.62	8.78	8.55	8.26	9.32
Service	7.35	6.72	7.67	7.41	8.70
	Relative error ⁴ (percent)				
All occupations	3.1	7.2	3.5	6.1	3.7
All excluding sales	3.2	7.3	3.6	6.4	3.7
White collar	4.1	10.1	4.6	8.0	5.7
White-collar excluding sales	4.4	10.7	4.8	8.7	5.8
Professional specialty and technical	5.4	8.0	5.7	10.4	5.4
Professional specialty	6.7	7.0	7.0	9.9	7.0
Technical	5.4	12.1	5.3	16.3	4.8
Executive, administrative, and managerial	5.9	8.2	6.5	8.6	8.5
Sales	6.4	10.6	9.4	9.8	—
Administrative support, including clerical	3.2	8.0	3.5	3.6	5.5
Blue collar	3.8	8.6	4.4	7.1	3.9
Precision production, craft, and repair	3.4	4.6	3.8	7.5	—
Machine operators, assemblers, and inspectors	7.9	8.2	8.7	8.8	4.2
Transportation and material moving	7.2	13.1	5.6	6.8	9.2
Handlers, equipment cleaners, helpers, and laborers	6.2	10.6	7.8	10.6	1.9
Service	3.5	7.6	4.5	5.2	5.2

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

³ Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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